

1 JOHN A. RUSSO, City Attorney, State Bar No. 129729
RANDOLPH W. HALL, Assistant City Attorney, State Bar No. 080142
2 ROCIO V. FIERRO, Senior Deputy City Attorney, State Bar No. 139565
One Frank H. Ogawa Plaza, 6th Floor
3 Oakland, CA 94612
Telephone: (510) 238-6511
4 20752/343182

5 Attorneys for Defendants
CITY OF OAKLAND, et al.

6 ROCKNE A. LUCIA, JR., ESQ., State Bar No. 109349
7 RAINS, LUCIA & WILKINSON, LLP
2300 Contra Costa Blvd., Suite 230
8 Pleasant Hill, CA 94523
Telephone: (925) 609-1699

9 Attorneys for Interveners
10 OAKLAND POLICE OFFICERS ASSOCIATION

11 JAMES B. CHANIN, ESQ., State Bar No. 076043
LAW OFFICES OF JAMES B. CHANIN
12 3050 Shattuck Avenue
Berkeley, CA 94705
13 Telephone: (510) 848-4752

14 Attorneys for Plaintiffs

15 JOHN L. BURRIS, ESQ., State Bar No. 069888
LAW OFFICES OF JOHN L. BURRIS
16 Airport Corporate Centre
7677 Oakport Road, Suite 1120
17 Oakland, CA 94621
Telephone: (510) 839-5200

18 Attorneys for Plaintiff

19 UNITED STATES DISTRICT COURT

20 NORTHERN DISTRICT OF CALIFORNIA

21 DELPHINE ALLEN, et al.,

22 Plaintiffs,

23 v.

24 CITY OF OAKLAND, et al.,

25 Defendants.

Master Case No.: C00-4599 TEH (JL)

**STIPULATION AND ORDER RE:
TWICE MONTHLY MEETINGS
PURSUANT TO SECTION IV, D (TASK
21) OF THE SETTLEMENT
AGREEMENT**

[Honorable Thelton E. Henderson]

STIPULATION

IT IS HEREBY STIPULATED by and between the parties that Section IV, D, 1-2 (Task 21), "Members', Employees' and Supervisors' Performance Review is hereby amended to designate the units that are required to meet at least twice per month for informal performance reviews.

Section IV, D, 1-2 (Task 21), "Members', Employees' and Supervisors' Performance Review," shall read as follows:

D. Members', Employees' and Supervisors' Performance Review

1. Every OPD commander/manager shall meet at least twice per year with each of his/her immediate subordinate members, employees and supervisors, to coach them regarding their strengths and weaknesses. The provisions of this section do not obviate the commander/manager of his or her responsibility to comply with the provisions outlined in Section VII, Personnel Assessment System (PAS), paragraph B, Use of Personnel Assessment System (PAS). These meetings shall be documented. If a member, employee or supervisor exhibits a performance problem, the commander/manager shall meet with him/her in accordance with the provision of Section VII, paragraph B (7)-(8), of this Agreement.

2. Supervisors of the following units shall meet individually with subordinate members and employees at least twice per month for informal performance reviews. Supervisors shall maintain a record of these informal reviews. Affected units include:

- a. Patrol Division (team);
- b. Crime Reduction Teams (CRT);
- c. Internal Affairs Division;
- d. Intelligence Division;

- 1 e. Parole and Corrections (PAC) team;
- 2 f. Special Duty Units (SDU);
- 3 g. Traffic Operations Section;
- 4 h. Special Operations Group (SOG);
- 5 i. Fugitive Unit;
- 6 j. Problem Solving Officers (PSO); and
- 7 k. Campus Life and School Safety (CLASS).

8 **Members and employees assigned to administrative duties within these units and**
9 **civilian crossing guards are exempt from this requirement.**

10 ///

11 ///

12 ///

13 ///

14 ///

15 ///

16 ///

17 ///

18 ///

19 ///

20 ///

21 ///

22 ///

23 ///

24 ///

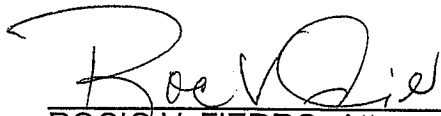
25 ///

26 ///

June 5
1 Dated: ~~May~~, 2007

OAKLAND CITY ATTORNEY'S OFFICE

2
3
4 By:


ROCIO V. FIERRO, Attorneys for Defendant
CITY OF OAKLAND

5
6 Dated: May 3, 2007

RAINS, LUCIA & WILKINSON, LLP

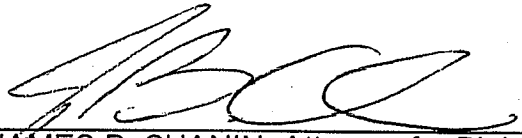
7
8
9 By:


ROCKNE LUCIA, Attorney for Interveners
OAKLAND POLICE OFFICERS ASSOCIATION

10
11 Dated: May 3, 2007

LAW OFFICES OF JAMES B. CHANIN

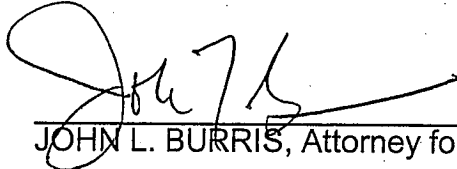
12
13
14 By:


JAMES B. CHANIN, Attorney for Plaintiffs

15
16 Dated: May 3, 2007

LAW OFFICES OF JOHN BURRIS

17
18
19 By:


JOHN L. BURRIS, Attorney for Plaintiffs

ORDER

IT IS HEREBY ORDERED that Section IV, D, 1-2 of the Settlement Agreement
January 22, 2003
approved by this Court on or about May ___, 2007, are hereby revised and modified,
consistent with the terms of the Parties' Stipulation.

IT IS SO ORDERED.

Dated: 06/11/07

